

# Guide to Benefits and Employment Services

by Amie Comeau, Demand Media



Local and state jobs usually include decent benefits.

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Employment services fill a need within an industry to find qualified employees for key positions. Whether the service offered is temporary or permanent, the recruiter accepts resumes and applications, and checks references to screen for job placement. Employers retain qualified employees with lucrative benefits packages that include annual leave, preventive health care and retirement contributions.

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## Employment Services

Each state offers employment services through its department of labor. These services may not include all available jobs in the area. Large

institutions also use contracted temporary employment services like Manpower, Adecco or Kelly. Registering with a temporary employment service gives you an opportunity to prove your skills and gain access to personnel managers for permanent positions. Recruiters within the human resource department at universities, hospitals and other large industries can strongly influence decision-making for job placement. Direct contact with a human-resource recruiter can help you find a position that closely aligns with your previous experience and career goals.

### Temporary Positions

Wages are only part of the salary package. The annual salary of a permanent position is adjusted according to contributions by the employer to your retirement account, health care benefits or educational training. Temporary employment services may offer health insurance benefits and mileage reimbursement according to the assignments. Accepting temporary employment requires your continued search for permanent positions outside or inside the organization. Keep regular contact with your recruiter or human-resource agent. His knowledge can help guide you to positions that match your level of experience, education and skill.

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### Benefits

Health insurance is one component of a benefits package offered by employers. Part-time work may prove more lucrative if the benefits package is suited to your needs. Parents and caregivers who are offered a flexible schedule may find that a better solution than full-time daycare. Onsite daycare is another benefit that parents consider when choosing a permanent job. Industry-specific benefits might include one meal per day in the food service industry, free accommodations in a hotel or service industry, or access to recreational activities like ski or bike rentals, or movie passes.

Health care options have increased, and mandatory preventative treatments like counseling or massage make certain employers more desirable. Top employees expect a community of support for their work, which includes access to the best possible employee assistance programs. Annual leave, sick leave, health and wellness programs, retirement and educational benefits can increase the overall contributions by your employer to as much as half of your actual take home salary.

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**About the Author**

Amie Comeau first published writing and photography in 1998. Her images appear on Fine Art America, and her writing appears on eHow and Answerbag. Comeau studied art therapy at the University of New Mexico and teaches integrative yoga therapy. She has a Bachelor of Arts in philosophy from Tulane University.


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